

THE 2025 ANNUAL GENERAL MEETING
OF SHAREHOLDERS
MACHINES AND INDUSTRIAL
EQUIPMENT CORPORATION – JSC

No. 445 /NQ-ĐHĐCĐTN2025

THE SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

Ha Noi, June 26, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter on Organization and Operation of Machines and Industrial Equipment Corporation – JSC (the Corporation);

Pursuant to the Corporation's Internal Regulations on Governance;

Pursuant to the Vote Counting Minutes approving the contents of the 2025 Annual General Meeting of Shareholders of the Corporation, No. 443/BB-ĐHĐCĐTN2025 dated June 26, 2025;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Machines and Industrial Equipment Corporation – JSC, No. 444/BB-ĐHĐCĐTN2025 dated June 26, 2025.

RESOLVES:

Article 1. The 2025 Annual General Meeting of Shareholders hereby approves the following contents:

1. The Report on The activities of the Board of Directors in 2024 and the Plan for 2025, according to Report No. 382/BC-MIE-HĐQT dated 05/6/2025.

2. Report on Disclosure of Corporate Governance at the Corporation in 2024 and the 2025 Plan, pursuant to Report No. 383/BC-MIE-HĐQT dated 05/6/2025.

3. Report on Supervisory Board Activities in 2024 and the 2025 Plan, pursuant to Report No. 384/BC-MIE-BKS dated 05/6/2025.

4. Self-Assessment Report on the Performance of the Supervisory Board and its Members in 2024, pursuant to Report No. 414BC-MIE-BKS dated 16/6/2025.

5. Proposal on the Report of 2024 Production and Business Results and the 2025 Production and Business Plan of the Corporation, pursuant to Proposal No. 386/TTr-MIE-HĐQT dated 05/6/2025, as follows:

No.	Indicator	Actual 2024		Plan 2025	
		Corp.	Parent Company	Corp.	Parent Company
1	Revenue (billion VND)	1.638,87	316,27	1.553,22	266,39
2	Industrial production value (billion VND)	1.380,04	211,29	1.392,62	227,39
3	Profit before tax (billion VND)	9,02	2,43	11,46	2,47

4	Profit after tax (billion VND)	7,56	1,93	8,91	1,97
5	Average income (million VND/person/month)	13,51	21,33	12,93	19,99

6. Proposal on the amendments to the Charter on organization and operation and the Internal Corporate Governance Regulations of the Corporation, according to Proposal No. 415/TTr-MIE-HĐQT dated 16/6/2025.

7. Proposal on the 2024 Combined and Consolidated Financial Statements, and the 2024 Profit Distribution Plan of the Parent Company, the 2025 Profit Distribution Plan, according to Proposal No. 387/TTr-MIE-HĐQT dated 05/6/2025.

a/ Approval of the 2024 Combined Financial Statements and the 2024 Consolidated Financial Statements of the Corporation, which have been audited by CPA VIETNAM Auditing Company Limited.

b/ Approval of the 2024 Profit Distribution Plan and the 2025 Profit Distribution Plan of the Parent Company as follows:

No.	Indicator	Amount (VND)	
		Actual 2024 (VND)	Plan 2025 (VND)
1	Profit before tax	2.428.675.483	2.470.000.000
2	Corporate income tax payable	495.827.139	494.000.000
3	Profit after tax (3) = (1) - (2)	1.932.848.344	1.976.000.000
4	Appropriation to Investment and Development Fund	0	0
5	Bonus Fund for the Executive Board, Board Members, and Supervisors	325.586.917	395.200.000
6	Bonus and Welfare Fund for employees	1.607.261.427	1.580.800.000
7	Remaining profit (7) = (3)-(4)-(5)-(6)	0	0
8	Dividend distribution rate	0	0

After the Ministry of Industry and Trade reviews and approves the 2024 consolidated financial statements and the 2025 plans for profit distribution, fund appropriation, and fund utilization, if any adjustments are required, the Corporation's Board of Directors shall consult shareholders in writing and carry out voting in accordance with the Law and the Corporation's Charter.

The above-mentioned 2025 profit distribution plan is based on the planned revenue, profit, and salary fund of the Parent Company. In the event of changes in actual figures, the profit distribution plan will be adjusted accordingly.

8. Submission on the Selection of the Auditor for the 2025 Financial Statements, according to Submission No. 388/TTr-MIE-BKS dated 05/6/2025, as follows:

- a. CPA VIETNAM Auditing Company Limited (CPA VIETNAM)
- b. Vietnam Auditing and Valuation Company Limited (VAE)

c. An Viet Auditing Company Limited (ANVIET CPA Co., Ltd)

d. Vietnam Auditing and Appraisal Company Limited (AVA Co.,Ltd)

The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of an independent auditing firm to audit the 2025 financial statements of the Corporation and its subsidiaries in accordance with applicable laws. The General Director of the Corporation and the subsidiaries shall be responsible for signing service contracts with the selected auditing firm(s) and organizing the implementation.

9. Submission on the Report on Salaries and Remuneration Paid in 2024 to the Board of Directors, the Supervisory Board, the General Director, and Other Managers, and the 2025 Salary and Remuneration Payment Plan for Members of the Board and Supervisors, according to Submission No. 423/TTr-MIE-HĐQT dated 17/6/2025 as follows:

* Report on Salaries and Remuneration Paid in 2024 to the BOD, Supervisory Board, General Director, and Other Managers

No.	Position	Salaries and Remuneration Paid in 2024 (VND)	Notes
1	Full-time manager who are representative of state capital	939.190.800	
2	Full-time manager who are not representative of state capital	996.658.400	
3	Part-time manager	348.380.952	
	Total	2.284.230.152	

* Report on the 2025 Salary and Remuneration Plan for Members of the Board and Supervisors

No.	Position	Planned Salary and Remuneration for 2025 (VND)	Notes
1	Full-time Board Members and Supervisors who are representatives of state capital	842.400.000	
2	Full-time Board Members and Supervisors who are not state capital representatives	1.353.600.000	
2.1	Full-time Board Members and Supervisors	1.044.000.000	
2.2	Part-time Board Members and Supervisors	309.600.000	
	Total	2.196.000.000	

Salary and remuneration payments for 2025: The General Meeting of Shareholders authorizes the Board of Directors to determine the specific payment amounts for managers based on the actual production and business results in accordance with regulations.

10. Proposal on the Dismissal of a Member of the Board of Directors pursuant to Proposal No. 390/TTr-MIE-HĐQT dated 05/6/2025 regarding Mr. Hoang Minh Viet, born on September 1, 1963.

Article 2. The Board of Directors shall direct the Executive Board of the Corporation to implement the Resolution of the 2025 Annual General Meeting of Shareholders and, based on the actual situation of production and business tasks, adjust the 2025 production and business plan accordingly.

The Supervisory Board shall perform its functions of inspecting and supervising the management activities of the Board of Directors, the executive operations of the General Director and other managers in accordance with the law, the Charter of the Corporation, and this Resolution.

Article 3. The Board of Directors, the Supervisory Board, the General Director, the Deputy General Directors, the departments, divisions, centers, heads of relevant units, and shareholders of Machines and Industrial Equipment Corporation – JSC shall implement this Resolution accordingly.

Recipients:

- As Article 3;
- MOIT (for reporting);
- FA, EMMD;
- Archived: VT, HR.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Tran Quoc Toan

